



DEPARTMENT OF VETERANS AFFAIRS
Assistant Secretary for Human Resources and Administration
Washington DC 20420
MAY - 2 2014

**MEMORANDUM FOR UNDER SECRETARIES, ASSISTANT SECRETARIES, AND
OTHER KEY OFFICIALS**

SUBJECT: 2014 Asian American and Pacific Islander Heritage Month

The Department of Veterans Affairs (VA) proudly joins the Nation in commemorating Asian American and Pacific Islander (AAPI) Heritage Month. This year's theme, "Diverse Leadership and Expanding Opportunity: An Imperative for America," reflects the critical role of diverse leadership in the American multi-cultural mosaic and the contributions of AAPIs.

AAPI Month recognizes the vast contributions made by AAPIs to our culture and our Nation. In 1992, Congress passed Public Law 102-450, which permanently designated May of each year as "AAPI Month."

As of September 30, 2013, AAPIs represented 7.35 percent (24,770 employees) of VA's workforce (336,119 employees). VA employs 108,319 Veterans, which 3.17 percent (3,429) are AAPIs. VA is experiencing less than expected participation for Asian males when compared to the Relevant Civilian Labor Force. In addition, AAPI men and women have less than expected participation rate at the GS 12-14 and Senior Executive Service/Title 38 equivalent pay grades when compared to the pay grade distribution of the total workforce. VA will continue to develop and implement strategies to improve outreach and career development programs and ensure that all employees, including members of groups with less than expected participation are encouraged to apply.

All managers and supervisors are encouraged to support attendance at events and activities to recognize and honor the contributions of AAPIs. VA will continue to lead the effort to create a diverse, results-oriented, high-performing workforce that reflects the communities we serve and the diversity of our Nation. By eliminating barriers to equal opportunity and cultivating an inclusive work environment, all employees can realize their full potential and VA can provide the best possible service to our Nation's heroes—our Veterans.

For additional information, please contact your local Equal Employment Opportunity Manager or Andy Gonzalez, VA's National AAPI Program Manager, (202) 299-4320 or via email at: Andy.Gonzalez@va.gov or visit the AAPI Program at: <http://www.diversity.va.gov/programs/aapi.aspx>.

A handwritten signature in black ink, appearing to read "Gina S. Farrisee".
Gina S. Farrisee